March 2010

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,972,800 [1] Albertans employed, of which about 344,600 are self-employed. Nationally, the unemployment rate decreased slightly from 8.3% (January 2010) to 8.2% (February 2010), with the number of unemployed persons decreasing by 12,300 to a total of 1,519,400. Full-time and public sector work enjoyed the largest increases. Gains were made entirely within the male 55+ age bracket[2]. Unemployment in Alberta increased from 139,600 (January 2010) to 145,900, with the rate increasing from 6.6% in January 2010 to 6.9%. There are approximately 405,300 Albertans covered by union agreements. Alberta's union coverage rate is 24.9% while nationwide the union coverage rate is 31.2%[2].

[1]Seasonally adjusted

[2] Statistics Canada Labour Force Survey (LFS)

Highlights

Bargaining has commenced between Alberta Health Services and the UNA, representing about 24, 000 registered nurses and registered psychiatric nurses for an agreement which expired March 31, 2010. The parties met in March and then in April, the UNA applied for mediation. A mediator has been appointed and the parties are meeting in April.

A Compulsory Arbitration Board (CAB) has been appointed by the Labour Relations Board involving ATB Financial and AUPE. Jim Casey, QC, was appointed as CAB Chair, on the request of the parties.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements												
Year	2008					2009					2010	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	27,573	11,099	29,535	28,373	96,580	5,390	9,332	1,790	303	16,815	297	297
Private	22,527	9,502	5,704	7,103	44,836	2,609	5,111	4,410	3,701	15,831	1,201	1,201
All	50,100	20,601	35,239	35,476	141,416	7,999	14,443	6,200	4,004	32,646	1,498	1,498
Average Annual Wage Change %												
Year	2008					2009					2010	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	1.9	4.0	4.2	4.4	3.6	2.8	2.7	0.8	2.2	2.5	0.6	0.6
Private	3.8	5.0	4.3	5.3	4.3	1.3	1.0	0.4	1.2	1.0	1.4	1.4
All	2.7	4.4	4.2	4.6	3.8	2.3	2.1	0.6	1.3	1.8	1.3	1.3

* year-to-date

Note:

Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Employment and Immigration by calling (780)427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements In Alberta By Industry – 2008 to 2010 (March)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2010	0	0	0.0	0.0	0.0
2009	3	477	25.7	1.6	3.1
2008	6	632	36.7	4.3	15.6
Administrative And Support, Waste Management And Remediation Services					
2010	0	0	0.0	0.0	0.0
2009	4	337	34.4	2.0	6.1
2008	2	145	30.6	3.9	11.2
Agriculture, Forestry, Fishing And Hunting					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2010	0	0	0.0	0.0	0.0
2009	8	540	30.9	1.3	3.2
2008	3	82	23.7	2.4	4.9
Construction					
2010	7	742	28.8	1.6	4.3
2009	23	7,388	24.3	1.0	1.8
2008	18	9,381	43.6	5.6	22.3
Educational Services					
2010	2	195	12.9	0.2	0.3
2009	14	2,066	30.8	0.4	1.2
2008	82	38,873	50.8	2.2	8.8
Finance And Insurance					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
Health Care And Social Assistance					
2010	2	102	21.4	1.5	2.7
2009	41	3,792	34.4	3.2	9.7
2008	53	58,923	38.3	4.6	15.2
Information And Cultural Industries					
2010	1	48	36.0	1.0	3.0
2009	4	1,327	24.7	3.5	7.3
2008	1	55	24.0	7.3	15.1
Management of Companies And Enterprises					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Manufacturing					
2010	1	45	23.0	0.0	0.0
2009	18	2,281	32.5	1.1	3.2
2008	28	3,366	35.3	5.2	15.5
Mining And Oil And Gas Extraction					
2010	1	20	32.0	0.0	0.0
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
Other Services (except Public Administration)					
2010	1	24	36.0	1.7	5.1
2009	7	182	23.3	2.1	4.0
2008	10	368	25.2	4.3	9.5
Professional, Scientific And Technical Services					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
Public Administration					
2010	0	0	0.0	0.0	0.0
2009	32	9,478	26.4	2.5	5.9
2008	26	3,897	33.7	4.3	12.7
Real Estate And Rental And Leasing					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
Retail Trade					
2010	0	0	0.0	0.0	0.0
2009	3	3,130	50.1	0.0	0.1
2008	11	15,421	43.0	3.1	12.8
Transportation And Warehousing					
2010	2	122	35.4	1.5	4.7
2009	13	965	43.1	1.7	6.3
2008	16	1,137	36.5	6.6	21.4
Utilities					
2010	0	0	0.0	0.0	0.0
2009	2	77	26.0	2.2	4.9
2008	10	4,696	26.1	3.1	7.0
Wholesale Trade					
2010	2	200	30.0	1.0	2.6
2009	1	48	36.0	2.0	6.1
2008	6	1,566	36.0	5.7	21.2

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Academic					
Norquest College	AUPE	230	36	30-Jun-12	1st year – Grid Adjustments 2nd year – Wage Reopener 3rd year – Wage Reopener
Construction					
Canonbie Contracting Limited	CLAC	225	30	31-Jul-12	01-Feb-10 -0.5% (rollback) 01-Mar-10 – 2% (increase) 01-Aug-10 – Wage Reopener
Willbros Canada LP	CLAC, Local 63	350	24	01-Mar-12	1st year – 4.5% 2nd year – 3.0%
Manufacturing					
New Food Classics	UFCW, Local 401	164	18	31-May-10	23-Mar-10 – $0.50/hr Lump Sum of $750
Wholesale					
Buy Low Foods	CLAC, Local 56	100	36	31-Dec-12	1st year – 2% 2nd year – 2% 3rd year – 2%
Utilities					
TransAlta Generation Partnership (Wabamun)	IBEW, Local 254	448	24	31-Dec-11	1st year – 3.0% 2nd year – 3.0%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Alberta Health Services	UNA	24,000	31-Mar-10	Negotiations continue.
Revera Long Term Care Centre	CUPE, Local 8	160	30-Jun-09	Negotiations continue.
Extendicare (six locations)	AUPE	580	31-Dec-08	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Olds College	Faculty Association	100	30-Jun-09	In Arbitration.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
NAIT	AUPE	750	30-Jun-07	In Arbitration
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Fort McMurray Public School District	CUPE, Local 2833	287	31-Aug-09	Negotiations continue
Elk Island Separate Regional School Division	CEP, Local 71	500	31-Aug-09	Negotiations continue
Livingstone Range Public School Division	CUPE, Local 2133	100	31-Aug-09	Negotiations continue
City of Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	In Arbitration.
City of Red Deer	CUPE, Local 417	700	31-Dec-09	Negotiations continue.
ATB Financial	AUPE	1,890	31-Mar-09	In Arbitration.
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Special Areas Board	AUPE	200	31-Dec-09	Negotiations continue.
Private Sector				
Calgary Co-operative Association Limited	Union of Calgary Co-Operative Employees	3,400	24-10-09	Negotiations continue
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 401	500	31-Aug-08	Negotiations continue.
Oilsands Transportation Ltd. – Coach Division	Teamsters, Local 362	300	31-Dec-09	Negotiations continue.
Waste Management Canada Corp. (Calgary)	CAW, Local 4050	240	31-Oct-09	Negotiations continue.
Goodyear Canada	USW, Local 628	239	22-Jul-09	Negotiations continue
Richardson Oilseed Ltd. (Lethbridge)	UFCW, Local 401	165	31-Aug-09	Negotiations continue.
Lakeside Packers (XL Foods) - Brooks	UFCW, Local 401	2,032	31-Dec-09	Negotiations continue.
Canada Safeway (Meats and Deli) – Southern Alberta	UFCW, Local 401	1,321	17-Mar-10	Negotiations continue.
Canada Safeway (Meats and Deli) – Northern Alberta	UFCW, Local 1118	780	17-Mar-10	Negotiations continue.
Canada Safeway	Bakery Workers	252	17-Mar-10	Negotiations continue.
Canada Safeway – Retail	UFCW, Local 401	6,837	20-Mar-10	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
City of Richmond	Fire Fighters	218	48	31-Dec-10
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0%, 4th year 0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
City of Terrace	CUPE	100	36	31-Dec-12
Terms: 1st year: 2.0%, 2nd year: 2.0%, 3rd year 2.0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
Ontario				
City of Thunder Bay.	CUPE, Local 87	690	24	31-Dec-10
Terms: 1st year 2.0%, 2nd year 1.5%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
McMaster University (Hamilton)	CAW, Local 155, Unit 1	2,200	38	31-Aug-12
Terms: 1st year 1.0%, 2nd year 2.0%, 3rd year 2.75%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
York University	Faculty Association	1,400	36	30-Apr-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 2.5%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
Private Sector				
British Columbia				
Finning International	Machinists, Local 692	750	24	14-Apr-11
Terms: 1st year 0%, 2nd year 0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
Bekaert Canada (formerly Titan Steel)	Teamsters, Local 213	125	36	30-Jun-11
Terms: 1st year average 1.02%, 2nd year average 1.02%, 3rd year average 1.02%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
Penaville Servisair	Mechanics and Aerospace Workers, District Lodge 140	200 (baggage handlers and ramp attendants)	12	31-Aug-10
Terms: 1st year 0%, (depending on CPI)				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
Ontario				
Cami Automotive	CAW, Local 88	2,143	36	16-Sep-13
Terms: 1st year 0%, 2nd year 0%, 3rd year 2.6%				
Note: COLA adjustments reactivated in June 2010, as per future General Motors COLA payments.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
Canada				
Canadian National Railways	Teamsters Canada Rail Conference	1,700 (locomotive engineers)	36	31-Dec-11
Terms: 1st year 1.8% 2nd year 2.4%, 3rd year 2.6%				
Source: Canadian Press, "Arbitrator gives CN Rail locomotive engineers 6.8 per cent wage increase", March 19, 2010.				

Recent Labour Relations Developments in Other Jurisdictions

Ontario

About 3,200 members of the USW, Local 6500 (Sudbury) and Local 6200 (Port Colborne) with Vale Inco Ltd. remain on a strike which began on July 13, 2009. The Brazilian owners of Vale Inco have stated their commitment to Canada and the development of the Canadian mining industry, and the Steelworkers have stated the labour dispute does not indicate any animosity on their part towards Brazil. The employees recently rejected an employer offer, and the Steelworkers held a parade and rally on March 22, 2010, which was attended by eight or more union leaders from Brazil.

Source: The Sudbury Star, Carol Mulligan, "No beef with Brazilians: USW", March 19, 2010.

Quebec

An arrest warrant was issued recently for Jocelyn Dupuis, former head of the construction wing of the Quebec Federation of Labour (FTQ). It is claimed by police that $125,000 worth of fraudulent expense claims were submitted while Mr. Dupuis held the position. The union fired him when the allegations were first raised eighteen months ago. Meanwhile, Quebec Labour Minister Sam Hamad has stated the government is worried about instances of intimidation and discrimination on construction sites, but the FTQ says the problem is marginal from their perspective. Michael Arsenault, President of the FTQ, met with Mr. Hamad on March 18, 2010 to discuss this matter. They agreed that, rather than appointing a public inquiry, the FTQ would let the authorities investigate the complaints, and institute internal controls to prevent further occurrences. A regional representative of the FTQ for the North Shore (of the St. Lawrence River), where most allegations have been made, will report directly to Mr. Arsenault in this regard.

Source: ctvmontreal.ca, "Labour Minister meets FTQ head amid scandal", March 19, 2010.

Prince Edward Island

Negotiations between 1,250 health care workers, represented by the PEI Union of Public Sector Employees, and the provincial Department of Health are headed for arbitration. The employees, who have been without a contract since March 31, 2009, include licensed practical nurses, resident care workers, and some other professional job categories. The impasse went to conciliation (mediation) early this month, without resolving issues. The main issues in dispute are wages, recruitment, and retention.

Source: National Union of Public and General Employees (NUPGE) new release, "Arbitration planned in P.E.I. for 1,200 health employees", March 17, 2010.

Newfoundland and Labrador

About 200 members of USW at the Voisey's Bay nickel mine in Labrador are also on strike with Vale Inco. The strike began on August 1, 2009, when the employees protested the company's demands for a wage freeze and a rollback on bonuses. Vale Inco and USW have agreed to work with a conciliator (mediator) in an attempt to end the dispute. Talks in early January 2010 accomplished very little, and led the Vale Inco's decision to reopen the mine operations without the striking workers.

Source: CBC News, "Vale Inco, union to talk on Voisey's strike", March 4, 2010.

Finland

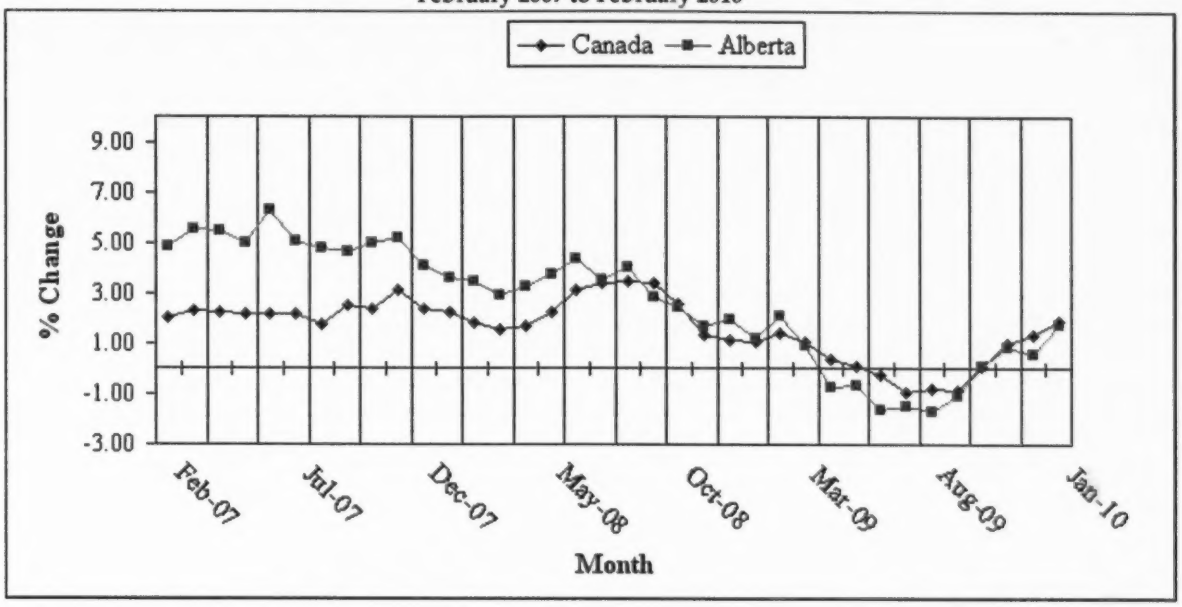
A strike by stevedores at Finland's ports began in early March 2010. The employees are represented by the Finnish Transport Workers Union (AKT) in bargaining with the Finnish Port Operators Association, assisted by a national conciliator (mediator). Participating in the negotiations are senior representatives of the Central Organization of Finnish Trade Unions (SAK) and the Confederation of Finnish Industry (EK). The main issues in dispute are job security, sub-contracting, and working hour arrangements. Some of the port operators are apparently recruiting replacement workers through Facebook and this led to a scuffle between strikers and recruits at the port city of Kotka, east of Helsinki.

Source: Helsingin Sanomat – International Edition, "Facebook used to recruit strikebreakers in harbour strike", March 19, 2010.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

February 2007 to February 2010



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2007 to 2010

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.06
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
2009	114.43	0.28	121.46	-0.14	121.62	0.19	121.73	-0.05
2010**	115.35	0.80	122.50	0.86	122.40	0.64	122.40	0.55
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85
Sep-09	114.7	-0.86	121.5	-1.06	122.1	-0.16	122.1	-0.81
Oct-09	114.6	0.09	121.6	0.08	121.8	0.41	121.9	0.08
Nov-09	115.2	0.96	122.6	0.82	122.7	1.07	122.7	0.57
Dec-09	114.8	1.32	121.9	0.58	122.0	0.83	122.1	0.25
Jan-10	115.1	1.86	122.3	1.75	122.4	1.83	122.4	1.41
Feb-10	115.6	1.58	122.7	0.99	122.9	1.15	122.8	0.74

** - Year to date

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

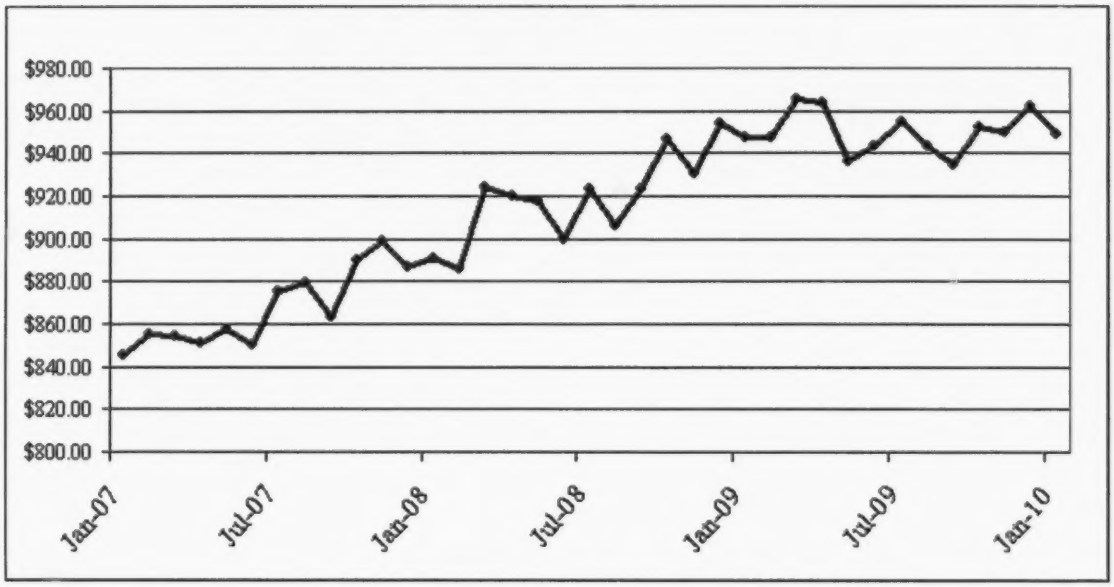
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

January 2007 to January 2010



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$943.78	4.91
Jun-09	$954.57	3.41
Jul-09	$943.38	4.07
Aug-09	$934.48	1.19
Sep-09	$952.64	0.63
Oct-09	$949.74	2.04
Nov-09	$962.54	0.89
Dec-09	$949.32	0.18
Jan-10	$965.09	1.81

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009**	$950.34	2.94
2010**	$965.09	1.55

**Year to date. (2009 data was not finalized at time of publication)

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Employer Name Listing

CLR – Construction Labour Relations

GPC – General Presidents' Maintenance Committee for Canada

Union Name Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CISIW – Canadian Iron, Steel and Industrial Workers
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HERE – Hotel Employees and Restaurant Employees International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Millwrights – Millwrights, Machinery, Erectors and Maintenance Union
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
USW – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing.